

# LIVING WAGE WORKER EXEMPTIONS

Exempt categories:

- 1) Exemption for handicapped individuals and apprentices.** Workers employed pursuant to a special license issued under Sections 1191 and 1191.5 of the state Labor Code or an “apprentice” or “learner” employed pursuant to a special license issued under Section 1192 of the state Labor Code.
- 2) Exemption for student interns.** A student intern is defined as a person receiving educational or school credit at a duly licensed and accredited school or educational institution as part of or in connection with his or her employment or service with the City Service Contractor.
- 3) Non-profit organizations.**
- 4) Unionized workers with a bona fide collective bargaining agreement.**
- 5) Workers that are executive or professional personal as defined in the federal Fair Labors Standards Act of 1938 (29 USC Section 201 et. seq.)**